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MEDICATION STANDARD

March 20, 2013

SCOPE AND PURPOSE

Geocomp is committed to providing a safe work environment for its Employees and for those whose safety may be affected by its Employees. Geocomp recognizes that the use of Alcohol and Drugs can adversely impact a safe work environment. The Alcohol and Drug Policy, this Medication Standard (the "Standard"), and Supporting Standards, including any Site Specific Standards, are aimed at ensuring a safe work environment and outline specific responsibilities, requirements and expectations to adequately mitigate the workplace risks associated with Alcohol and Drugs.

The purpose of this Standard is to address and minimize the risks in the workplace associated with Alcohol and Drugs and to ensure that all Employees are Fit-for-Duty. This Standard is only one facet of an overall approach to risk mitigation and safety.

GUIDANCE & STANDARDS

This Standard applies to all Geocomp Employees.

In addition to the obligations set out in the Policy and this Standard, all Employees must comply with any additional site-specific Standards.

In the interest of health and safety, Employees who require the use of a Medication which may result in their not being Fit-for-Duty shall:

- investigate where appropriate (through their medical professional and/or Health and Wellness) whether the Medication can negatively impact their ability to safely and acceptably perform assigned duties.
- advise Health and Wellness in all cases where the Medication could impact their ability to perform their duties safely.
- act responsibly and use a safe alternative Medication when available (e.g., non-drowsy);
- ensure all prescription and non-prescription Medications are kept in the original container, clearly labeled with the Medication name, dose and Employee name for prescription Medication other than pursuant to an exemption in writing issued by Health and Wellness;

When Health and Wellness, a medical professional, Substance Abuse Professional, or other counseling professional advises that a Medication, or the underlying condition that the Medication is being used for, has potential to cause a safety risk in the workplace the employee will be referred for a health assessment. The assessment may result in a medical clearance, work modification or absence.

Geocomp reserves the right to confirm the nature and duration of any required work modification with the treating physician through Health and Wellness.

The following are prohibited while on Company Business:

- the intentional misuse of Medications both prescription and non-prescription (e.g., not using the Medication as it has been prescribed or directed by the treating physician, combining Medication and Alcohol use against direction); or
- using Medication that could impact the Employee's safe work performance without investigating the potential safety impacts and implementing appropriate work restrictions when applicable, as required by this Standard.

The following are examples of Medications which may impact the safe performance of job duties. They are provided only as a guideline to Employees in assessing their own situation. The list is not exhaustive; there are numerous other Medications and substances which may impact negatively on safe work performance.

- Antihistamines/Decongestants (e.g., Allegra, Benadryl) – used to alleviate symptoms related to allergies, colds and flu. Potential side effects may include drowsiness.
- Cold Tablets/Cough Mixtures (e.g., Sinutab, Contac, Triaminic, Tussionex and preparations containing dextromethorphan (DM) or codeine) – Potential side effects, in particular with night time remedies, may include drowsiness.
- Motion Sickness Drugs (e.g., Gravol, Dramamine) – used to prevent and treat motion sickness and nausea. Potential side effects may include drowsiness.
- Sedatives/ Antidepressants/Anti-anxiety medications (e.g. Imovane Paxil, Ativan) – used to treat sleep disorders, depression, anxiety. Potential side effects may include mild to severe sedation, hypnotic state, dizziness, or impaired judgment and motor skills.
- Narcotic Analgesics (e.g., Demerol, Codeine, OxyContin, Percocet) – often found in combination Medications such as 222s or 292s or Tylenol 1, 2, 3s. Potential side effects may include sedation, dizziness, light-headedness and impaired judgment/motor skills.
- Stimulants (amphetamines, Ritalin) – used for central nervous system stimulation and can produce sensations of well-being which may have an adverse effect on judgment, mood and behavior. Potential side effects may include increased heart rate, nausea and vomiting, anxiety, and insomnia.
- Anabolic steroids – Potential side effects include aggressive behavior,
- Anticonvulsants (e.g., Dilantin) – used to prevent seizures typical of epilepsy. Potential side effects may include drowsiness, dizziness, and decreased alertness.
- Muscle Relaxants (e.g., Flexeril, Robaxinal) – used to treat muscle spasm and pain resulting from injury or neuromuscular disease. Potential side effects may include sedation, drowsiness, blurred vision.
- Medical Marijuana – prescribed for severe nausea, severe pain, and spasms relating to cancer, spinal cord injury, multiple sclerosis, and HIV/AIDS.
- Other – herbal medications, supplements and other mood altering substances which may alone or in combination with Medications have an adverse effect on safe work performance.

EXCEPTIONS

Intentionally left blank.

DEFINITIONS

All undefined capitalized terms in this Standard are as defined in the Alcohol and Drug Policy.

REFERENCES TO RELATED DOCUMENTS

Alcohol and Drug Policy
Alcohol and Drug Testing Standard
Social and Business Hosting Standard
Standard Abuse Assessment Standard